

**Annual EEO Public File Report
KRIV/Fox 26 & KTXH/My20 IS AN EQUAL OPPORTUNITY EMPLOYER**

Coverage Period: April 1, 2011 to March 31, 2012

Station's Comprising Station Employment Unit: KRIV/Fox 26 & KTXH/My20, Houston, TX

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hiree
Wkend Producer	04/18/11	Internal promotion
Traffic Asst	04/29/11	Myfoxboston.com
Assoc Producer	05/02/11	Former employee referral (Solomon)
Promotion Producer	05/02/11	Myfoxboston.com
Assignment Editor	05/02/11	Former employee referral (Rivera)
Production Tech	05/16/11	Internal - PT to FT
Account Executive	05/31/11	Employee referral (J Fox)
Account Executive	05/31/11	Employee referral (Deloney)
Photographer	06/01/11	Myfoxboston.com
Account Executive	08/01/11	Former employee referral (Wilkinson)
Anchor	08/08/11	Agent referral (Ahrents)
Engineering Ops Mgr	08/22/11	Internal promotion
Assignment Editor	09/12/11	Employee referral (Segura)
Associate Producer	09/19/11	TVJobs.com
Associate Producer	09/19/11	Myfoxboston.com
I T Manager	10/10/11	Employment Agency (I T Personnel)
Wkend Anchor/Reporter	12/12/11	Agent referral (Lindner)
Traffic Director	01/02/12	Interco transfer
Credit Manager	02/27/12	Employment Agency (Accountemps)

Total Number of Persons Interviewed During Applicable Period: 98

Job Postings – When a position becomes available, it is the general practice of the Stations to post the job opportunity notice at appropriate locations throughout the Stations so the employees are aware of current openings and may apply for consideration for those positions. The notices list the titles and requirements for the positions. These job opportunity/postings are also sent to various community outreach groups, schools, and universities as well as other Fox Owned & Operated Stations across the country.

All Fox O & O Stations:

WNWY	WAGA	KMSP-TV
205 E 67 th St	1551 Briarcliff Rd, NE	11358 Viking Dr
New York, NY 10065	Atlanta, GA 30306	Eden Prairie, MN 55344
KTTV	WTTG	WOFL
1999 S Bundy Dr	5151 Wisconsin Ave, NW	35 Skyline
Los Angeles, CA 90025	Washington, DC 20016	Lake Mary, FL 32746
WFLD	KRIV/KTXH	WUTB
205 N Michigan Ave	4261 Southwest Freeway	4820 Seton Dr, Suite M-N
Chicago, IL 60601	Houston, TX 77027	Baltimore, MD 21215
WTFX-TV	WJBK	WHBQ-TV
330 Market St	16550 W Nine Mile Rd	485 S Highland Ave
Philadelphia, PA 19106	Southfield, MI 48075	Memphis, TN 38111
KDFW	KSAZ	KTBC
400 N Griffin St	511 W Adams St	119 E 10 th St
Dallas, TX 75202	Phoenix, AZ 85003	Austin, TX 78701
WFXT	WTVT	WOGX
25 Fox Dr	3213 W Kennedy Blvd	1551 SW 37 th St
Dedham, MA 02026	Tampa, FL 33609	Ocala, FL 34474

Myfoxboston.com serves the community in a number of powerful ways. It provides Houstonians with the latest news, weather, and traffic information. Severe weather alerts are sent directly to subscribers' email and mobile phones along with breaking news and traffic alerts. In addition, myfoxboston.com is integrated with social networks like Facebook and Twitter allowing station employees to interact with viewers. There are pages on the website that are dedicated to education news, job searching, and pet adoptions. Station information on the website site includes: internship program, current job listings, and Public File info. Our web also has direct links to many national sites. KRIV's website attracts approximately 110,000 page views per day and approximately 27,000 unique visitors each day. Its mobile website and smartphone apps have more than 100,000 downloads and attract approximately 40,000 page views per day.

Section 2: Recruitment Source Information		
Recruitment Source (Company, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During this Period (If Any)	Full-time Positions For Which Source Was Utilized
Myfoxboston.com	33	All positions
Careers.newscorp.com (Indeed.com)	0	All positions
TVJobs.com	7	All non-clerical positions
Medialine.com	0	All positions
Spotsndots.com	0	Account Exec, Traffic Director
Windsor Village United Methodist Church e-mail@kingdombuilders.com	0	All positions
Collective Talent (as of Sept 2011 – per their request) bille@michaelsmedia.com	0	All positions
League of United Latin American Citizens D8mgr@lulac.org (as of Sept 2011)	0	All positions
Houston Assoc of Hispanic Media Professionals info@hahmponline.org	0	All positions
Illinois Center for Broadcasting (per their request June 2010) cogozzo.d@beonair.com	0	All positions
American Women In Radio & Television Awrt@houston.org	0	All positions
Workforce Investment Network (as of Feb 2012 – per their request) Patricia.myers@memphistn.gov	0	All positions
Houston Area Urban League tsteele@haul.org	0	All positions

Church Without Walls karlm@churchwithoutwalls.org	0	All positions
Association for Advancement of Mexican Americans 6001 Gulf Freeway, Bldg E, Houston, TX 77023 (as of Jan 2012)	0	All positions
NAACP 588 Vance Ave, Memphis, TN 38126	0	All positions
Houston Assoc Black Journalists P O Box 565, Houston 77001-0565	0	All positions
Memphis Job Corp Center 1555 McAlister, Memphis, TN 38116	0	All positions

Additional interviewees from other sources: 21 employee referrals, 19 professional contact referrals, 6 former employees referrals, 4 internal candidates, 3 inter-company candidates, 1 intern (in-station posting), 4 employment agency candidates

Section 3: Supplemental Outreach Activities

1. Community Outreach

Participation in events sponsored by organizations representing groups present in the community interested in broadcast employment issues:

Aprille Meek – Executive Producer – Special Projects

Active mentor for Clear Creek Community Theatre Summer Youth Program (involves area high school students behind the scenes in many productions throughout the year)

Dec 2011 Student Advisory Board of Houston held conference on-site at KRIV

Dr. Jim Siebert – Chief Meteorologist

04/30/11 Humble Community Center – Hurricane Talk

05/09/11 Woodlands Country Club – Speech for Children at Risk

05/17/11 Chevron, Smith Sts (downtown Houston) – Hurricane Talk

05/19/11 Chevron, Louisiana Sts (downtown Houston) – Hurricane Talk

05/25/11 Cross Creek Ranch Community Center – Hurricane Talk

05/29/11 LDS Humble Stake Center – Emergency Preparedness Talk

06/02/11 Houston Transtar, Harris County Weather Roundtable

06/09/11 Height's Chamber of Commerce – Hurricane Talk

09/15/11 Exley Elementary – Weather Talk to 4th grade

09/20/11 Pattison Elementary – Weather Talk to 4th grade

10/25/11 Pattison Elementary – Weather Talk to 2nd grade

11/04/11 Cinco Ranch High School – Weather Talk to Senior Class

02/14/12 Houston Symphony – Weather/Cloud Presentation – Weather Pieces

02/25/12 Katy Girl's Camp – Yearly Fundraiser for girl's camp

John Dawson – Weather Anchor/Producer

04/16/11 Ecobot Challenge – Emcee

04/21/11 Weather Hummer to Weather Museum for Earth Day Festivities

05/09/11 Weather Hummer to Children At Risk Golf Tourney

05/12/11 Briargrove Elementary – Weather talk to kindergarten

05/18/11 Chevron Hurricane Preparedness talk

05/19/11 Chevron Hurricane Preparedness talk

05/26/11 Chevron Hurricane Preparedness talk

06/04/11 Weather Hummer to National Weather Hurricane Workshop – Panel speaker

06/06/11 Weather Hummer to Weather Museum for Hurricane Season Open House

09/01/11 Weather Hummer to Galveston Wal-Mart to pass out Hurricane Guides

10/01/11 Weather Hummer to Friends Church Car Show

10/25/11 Sam Houston State University – Hurricane discussion – Read to Succeed Book Forum

11/18/11 Durham Elementary – Weather talk to 5th grade

11/28/11 Rustic Oak Elementary – Weather talk to 3rd grade

12/09/11 Massey Ranch Elementary – Weather talk to kindergarten

01/20/12 Cline Elementary – Weather talk to 2nd grade

01/27/12 Lomax Elementary – Weather talk to 5th grade

02/02/12 Host for Weather Museum Gala

02/03/12 Rustic Oak Elementary – Weather talk to kindergarten

02/06/12 Houston Community College – Hurricane Presentation to Environmental Science class

Mike Iscovitz – Weather Anchor

10/14/11 Holland Middle School – Weather talk

02/22/12 Jan Schiff Elementary – Weather talk to 1st grade

03/01/12 Club Sienna Pre-K class – Weather presentation

03/07/12 Narrator – Houston Symphony Weather concert for school kids

Kristi Powers – Weather Anchor

06/04/11 Weather Hummer to GRB convention center for Hurricane workshop

07/30/11 Celebrity guest – Miss Chinatown Houston 2011 Scholarship Pageant

Melissa Wilson – Anchor

04/20/11 Emcee – Baylor University Business Network's "Backpack to Briefcase" for future graduates

04/21/11 Emcee – Immunization Partnership – educating students/parents about importance of immunization schedule

05/03/11 Emcee – University of Houston – Gulen Institute luncheon series

05/09/11 Host – Children at Risk golf tourney (helps establish after-school programs for children)

09/09/11 Emcee – M. D. Anderson Cancer Center Children's Art Project (children go to school at MDA when they're too sick to go to their own school)

10/21/11 Emcee – Children At Risk Accolades luncheon
 10/24/11 Emcee – Baylor University Scholarship banquet (raising money for high school students in Montgomery County)
 01/11/12 Speaker – Burbank Middle School Career Day
 02/12/12 Speaker – Magnolia High School
 02/18/12 Emcee – Children’s Turkish Olympiad (children’s poetry recitation and performing arts)
 02/27/12 Participant – Rodeo Round-up (raising awareness of student scholarship program)
 03/23/12 Emcee – Ft Bend Boy’s Choir

Natalie Bomke – Reporter

08/25/11 Emcee – Women’s Home of Houston
 10/29/11 Emcee – Jefferson Davis High School 85th Anniversary
 02/11/12 Judge – Children’s Defense Fund (dance competition)
 02/18/11 Emcee – CPA Association of Houston Annual Scholarship Gala

Melinda Spaulding - Anchor

02/07/12 Speaker – Missouri City Middle School Career Day
 03/31/12 Host – CSTEM Challenge (a science & math competition)

Rita Garcia – Weekend Anchor/Reporter

02/25/12 Emcee – Houston Hispanic Forum

Michelle Merhar – Traffic Reporter

May 2011 Emcee – Habitat for Humanity Tool Box Bash
 May 2011 Reader – AVANCE Read to the Kids
 June 2011 Participant – Habitat for Humanity Media Build Day
 Aug 2011 Emcee – ArtCetera (Leukemia/Lymphoma Society)
 Feb 2012 Presenter – St Pius X Career Day

D’Artagnan Bebel – VP/General Manager

01/13/12 Judge – Annual Martin Luther King Houston Independent School District Oratory Competition
 Member - Professional Sales Institute Advisory Board
 Member – Harmony Charter Schools Advisory Board
 Recruiter – Howard University Alumni

Sally McDonald – Reporter

Ongoing Member Big Brothers/Big Sisters
 Ongoing Advisory Board Member Kids Meals

- 2. Internship Program** – KRIV/KTXH sponsors internships each semester for junior and senior college students who are enrolled in classes related to the broadcast industry and/or business curriculums. The students work approximately 15-20 hours per week and receive college credit at the successful conclusion of their internship. Qualified students have the opportunity to work in all aspects of the station’s operations. Students are evaluated at the end of the internship and the evaluations are submitted to their respective college or university. Following is a list of colleges and universities from which we recruit: University of Houston, University of Louisiana, Texas Southern University, Sam Houston State, Prairie View A & M, University of St Thomas, Texas A & M, Houston Baptist, Auburn University, Howard University, Alvin Community College, American University, Pennsylvania State University, Connecticut School of Broadcasting.

Summer Semester 2011	11 students
Fall Semester 2011	6 students
Spring Semester 2012	11 students

- 3. Participation in Scholarship Programs – Emma L. Bowen Foundation for Minority Interests in Media, Inc.**
 Established in 1989, the Emma L. Bowen Foundation for Minority Interests in Media is a non-profit organization whose mission is to create career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development. Students in the program work in media companies each summer and during school breaks, from high school through college. The students earn both salaries and match scholarship funds to be sued for college tuition and related expenses. Over a period of up to five years, the students experience numerous aspects of corporate operation and develop professional and practical skills that will help prepare them for their careers, many of which begin at the companies where the students interned. Fox Television Stations has been a corporate partner in this program since its inception and two of the Company’s executives are on the Foundation’s board. KRIV/KTXH is currently sponsoring two scholarship students in the Emma L. Bowen program.

Benjamin L. Hooks Fellowship Award

Fox Television Stations, Inc in conjunction with the New York University Tisch School of the Arts provides an annual monetary award to eight minority students who are majoring in a media-related field. This grant is used toward the cost of tuition.

- 4. Job Fairs** - Our stations regularly participate in local and national career/job fairs. Job Fairs provide applicants and potential candidates with the opportunity to learn about Fox Television Stations and the job opportunities and internship/mentoring programs available with our group. Examples for this past year include:

June 15-18, 2011	National Association of Hispanic Journalists (Jean Fromm, H R Director WOFL -WRBW, Jose Rios, VP Digital News, Jeff Zeller, News Director WOFL-WRBW represented the stations)
06/22/11	Emma Bowen Foundation Career Fair (Roselyn Barranda, H R Manager WNYW represented stations)
Aug 3-7, 2011	National Association of Black Journalists (Ameena Ali, H R Director WTXF, Ken Jobe, VP/News WHBQ represented stations)
Aug 10-13, 2011	Asian American Journalists Association (Cynthia Smith, H R Director WJBK, Jose Rios, VP Digital News, Dana Hahn, VP/News WJBK represented stations)
10/12/2011	Phoenix & Arizona's 11 th Annual Diversity Employment Day (Diana Pike, H R Director KSAZ represented stations)
10/27/2011	Howard University Career Fair (Iesha Henry, H R Director WTTG & Micheline Bowman, Community Affairs Coord WTTG represented stations)

5. Staff Training

Fox Station Sales, an in-house national sales organization, maintains a program to train new sales account executives. This program consists of both coursework and hands-on training. At the end of the program, individuals are assigned to the Company's television stations and sales offices throughout the United States.

01/04/12 Federal Communications Commission - EEO Best Practices Summit (Roberta Hudson, H R Director KRIV/KTXH participated)

KRIV/KTXH also engages in on-site training which resulted in the following internal promotions: PT Production Tech to FT Production Tech, 1 Assoc Producer to Wkend Producer, Engineering Coordinator to Engineering Ops Mgr